

# Dept of DHS-CCUSO (406) Facts – FY '09

http://www.dhs.state.ia.us/



## General Information

**Address:** Cherokee Mental Health Institute  
1251 West Cedar Loop, Box 6  
Cherokee, IA 51012

## Workforce Data (unless otherwise noted, information provided is at the end of FY '09)

# FT EEs: 83	# PT EEs: 0	# Temporary EEs: 8	Average Length of Service: 5.02
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Span of Control: 11.71	% Performance Evaluations Completed: 97.59%	Total Unemployment Insurance Claims: 2
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	1	45-54	21	<25	0	45-54	1	# of Females:	26	# of Males:	57
25-34	24	55-64	17	25-34	1	55-64	1	% of WF:	31.33%	% of WF:	68.67%
35-44	20	65+	0	35-44	4	65+	0	Average Age:	43.05	Average Age:	43.74
Employee Average Age: 43.52				Supervisor Average Age: 42.83				Average Length of Service: 4.78		Average Length of Service: 5.13	

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	4	# of African-American:	4	# of Non-minorities:	79
% of Workforce:	4.82%	# of Asian:	0	% of Workforce:	95.18%
Average Age:	36.78	# of American Indian:	0	Average Age:	43.86
Average Length of Service:	4.19	# of Hispanic or Latino:	0	Average Length of Service:	5.07

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	4	# of Persons With Non-Disabilities:	76
% of Workforce:	5.00%	% of Workforce:	95.00%
Average Age:	49.74	Average Age:	43.22
Average Length of Service:	6.28	Average Length of Service:	4.95

Officials/Administrators EEO Category 1: 6	Professionals EEO Category 2: 10	Technicians EEO Category 3: 4	Protective Service: Sworn EEO Category 4: 60
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 3	Skilled Craft EEO Category 7: 0	Service/Maintenance EEO Category 8: 0

Separation Rate: N/A%	Hire Rate: N/A%	Number Hires: 4	Transfer In: N/A
Retirements: 0	All Terminations: 2	Voluntary Quits: 2	Transfer Out: N/A

# of Classes Used: 15	Most Populous Classes: Psychiatric Security Specialist (60), Treatment Program Sup (4), Psychologist 3 (3)
Separations - By Class:	Psychiatric Security Specialist (2), Treatment Program Sup (2)
# Eligible for Retirement:	7 in next 5 years   % Eligible: 8.43%

## Leave and Benefits (unless otherwise noted, information provided is at the end of FY '09)

Vacation Payouts: \$717.35	Sick Leave Payouts: \$0	Annual Payroll: \$4,246,594.61	Avg. Base Salary: \$45,485.84	Overtime Days Worked: 163.5
Overtime Cost: \$47,071.24	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Workers' Comp Payouts: \$0	Vacation Pay - Earned Value: \$224,543.13	Vacation Days Earned: 1,358.9	Vacation Used Expense: \$204,202.16	Vacation Days Taken: 1,129.1
Workers' Comp Days Used: 0	Sick Leave Days Earned: 1,516.1	Reg. Sick Leave Used Expense: \$118,306.42	Reg. Sick Leave Days Used: 702.2	Converted Sick Leave To Vacation Days Used: 63.0
	Sick Leave -Earned Value: \$255,328.27		Avg. Sick Leave Days Per EE: 8.46	Converted Sick Leave To Vacation Used Expense: \$15,276.72
Injury Leave Used Expense: \$225.84	Injury Leave Days Used: 1.5	Classification Appeals: N/A	<b>Reclassifications</b> Up (Filled): 1 Up (Vacant): 0 Down (Filled): 0 Down (Vacant): 0 Lateral (Filled): 0 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$8,340.80	<b>Grievances</b> Contract Grievances: N/A Disciplinary: N/A Language: N/A Non-Contract Grievances: N/A Disciplinary: N/A Language: N/A Arbitrations: N/A
Funeral Leave Used Expense: \$0	Funeral Days Used: 0	Extraordinary Pay: \$0		
Jury Leave Used Expense: \$0	Jury Leave Days Used: 0	Special Duty Pay: \$0		

\* based on difference between average of old and new pay grade FY '09. Vacancies and laterals were not calculated into the "cost."

## Affirmative Action (Underutilization [UU] and Gains/Losses)

<b>Females:</b> Begin of Year (FY '09) UU: N/A Gains/Losses (FY '09): N/A End of Year (FY '09) UU: N/A	<b>Minorities:</b> Begin of Year (FY '09) UU: N/A Gains/Losses (FY '09): N/A End of Year (FY '09) UU: N/A	<b>PWD:</b> Begin of Year (FY '09) UU: N/A Gains/Losses (FY '09): N/A End of Year (FY '09) UU: N/A
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Sources: AS400 Queries; "Just the Facts for FY09" Almanac; Department of Management; DAS-HRE Labor Relations Team and DAS-HRE Personnel Officers.

Date of Completion: December 2009